US BANK PRIVATE WEALTH MANAGEMENT - - 10:00 AM

Present: Chuck, Dennis, Bill Heiting, John Sylla, and Bill Rogalinski

Market	Dec 31, 2021	Sep 30, 2021	Jun 30, 2021	Mar 31, 2021	Dec 31, 2020
value	\$95.6M	\$92.1M	\$91.5M	\$84.9M	\$75.9M

- Net contributions
 - Calendar YTD \$11.9M / \$878k Fiscal YTD
- Earnings, gains/losses
 - Calendar YTD \$7.3M / \$3.4M Fiscal YTD
- Allocation Equities 57.4%, Fixed 42.4%, Cash/Other 0.2%
- Bonds Current Yield 2.60%

ROI		3 Month (Net of Fees)	Trailing 12 Months	
	Portfolio	3.98% vs. benchmark 4.27%	9.38% vs. benchmark 10.93%	
	Equities	7.89%	20.22%	
	Fixed	-0.75%	-1.37%	

COLUMBIA THREADNEEDLE INVESTMENT (CTI) - - 11:00AM

Present: Chuck, Dennis, Bill Heiting, Bill Landis, David Wiess, and Troy Rossow

Transition from BMO to Columbia Threadneedle was completed on December 16, 2021. The Equity investment performance reflects thru 12/31 and CT Bond performance from 12/16 to 12/31/21.

QUALIFIED (RETIREMENT)

LERP	Dec 31, 2021	Sep 30, 2021	Jun 30, 2021	Mar 31, 2021	Dec 31, 2020
Market value	\$55M	\$42.8M	\$43.6M	\$41.6M	\$41.2M
SJPF		Sep 30, 2021	Jun 30, 2021	Mar 31, 2021	Dec 31, 2020
Market value		\$12.7M	\$12.7M	\$11.9M	\$11.7M

- Allocation Equities 61% / Fixed 37% / Cash 2%
- ROI < Gross of Fees>
 - o BMO SRI 3 Month Equity, 10.14% vs 9.91%
 - o BMO Since Inception 12/16/21 -. Fixed .18% vs. .11%
 - o BMO SRI Trailing 12 Months 28.59% vs 28.14%
 - CT Fixed since inception 12/16/21 Fixed 1.18% vs.1.1%
 - CT Bond Duration 7.5 Years

NON-QUALIFIED (ENDOWMENTS)

Endowments	Dec 31, 2021	Sep 30, 2021	Jun 30, 2021	Mar 31, 2021	Dec 31, 2020
Market value	\$46M	\$43.9M	\$44.3M	\$42.2M	\$41.5M

- Allocation Equities 59% / Fixed 38% / Cash 3%
- ROI <Gross of Fees>
 - BMO SRI 3 Month Equity, 10.07% vs 9.91%
 - \circ $\;$ BMO Since Inception 12/16/21 -.Fixed .17% vs.11% $\;$
 - o BMO SRI Trailing 12 Months 28.92% vs 28.14%
 - CT Fixed since inception 12/16/21 Fixed 1.16% vs.1.1%
 - o CT Bond Duration 7.5 Years

MARKET VIEWS/ CONCERNS OF INVESTORS:

- Both institutions expect to see GDP growth will slow from the 6+% in 2021 to more normal 2% to 4% for 2022. Household savings remain higher than normal.
- Investment earnings expected to be more toward the norm of 4% to 8% for 2022
- Inflation is no longer considered transitory and will adversely affect the 2022 economy and into 2023.
- Both institutions see the value sector overshadowing the growth sector of in the near future when it comes to earnings potential.
- Bond markets will be challenged for 2022 as the Fed begins to raise interest rates and cut back on their bond purchasing program.
- Corporate Earnings remain strong.
- The matter with supply chain crisis will impact future corporate growth over the next year, contributing to continued market volatility.
- Both institutions see potential in Developed and Emerging markets.